Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

August 16, 2010

Également disponible en français

The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

In this issue

Page

Wage Settlements, **June and 2nd Quarter 2010** Analysis and Wage Data 1

Current and Upcoming Key Negotiations 13

Major Work Stoppages 17

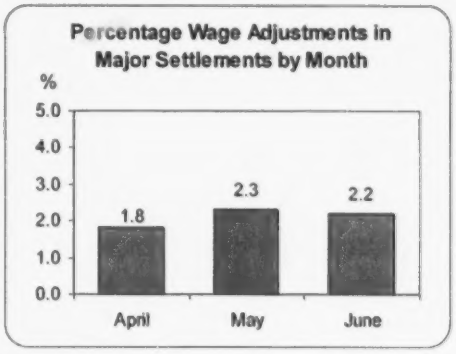
Coming in the Next Issue 17

For More Information 18

Mailing List
Add or Remove My Name 18

Wage Settlements
Covering 500 or More Employees

June 2010



Base-rate wage increases from major collective bargaining settlements reached in June 2010 averaged 2.2% annually over the contract term. The results for June are based on a review of 17 settlements and cover 51,270 employees.

When the parties to these settlements previously negotiated, contract duration averaged 41.3 months compared to the current average contract duration of 41.0 months and the resulting wage adjustments averaged 3.7%, compared to the 2.2% in their current round of settlements.

Wage adjustments in June settlements ranged from a wage freeze (General Dynamics Canada in Ontario, and BC Transit), to a high of 4.3% (Calgary Co-operative Association Limited).

Wage adjustments in the public sector averaged 2.0% for 41,890 employees in 10 agreements. Private sector wage adjustments averaged 2.9% for 9,380 employees in 7 settlements. In the public sector, the largest concentration of employees was found in the Provincial Health Authorities of Alberta agreement, providing 24,000 nurses (57.3% of public sector employees in June) with a wage adjustment of 2.0%. Canada Post provided

Canada

11,000 postmasters (26.3% of public sector workers) with a wage adjustment of 2.1%. Upward pressure on private sector wage adjustments was exerted by the Calgary Co-operative Association Limited agreement (mentioned above, at 4.3%) and a Brink's Canada Limited agreement at 3.5%; however, the private sector figure was moderated by 2 agreements that were subject to a wage freeze (General Dynamics Canada and BC Transit).

On a jurisdictional basis, the largest average adjustments were in Ontario and Saskatchewan, both at 2.4%; the smallest average adjustment was in British Columbia at 0.0%. The largest concentration of employees (55.5%) was in Alberta, where wage adjustments averaged 2.2%. Wage adjustments in the federal jurisdiction also averaged 2.2%.

On an industry basis, average wage adjustments ranged from 0.9% in the manufacturing sector to 4.3% in the trade sector. The largest concentration of employees (54.8% of all employees in June settlements) was in the education, health and social services sector where wage adjustments averaged 1.9%.

Over 81% of employees covered in June settlements received wage adjustments in the 2.0 to 2.9% range; 9.6% of employees received wage adjustments above this range and 4.0% received increases ranging from 1.0 to 1.9%. Just under 5% of employees were subject to a wage freeze.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

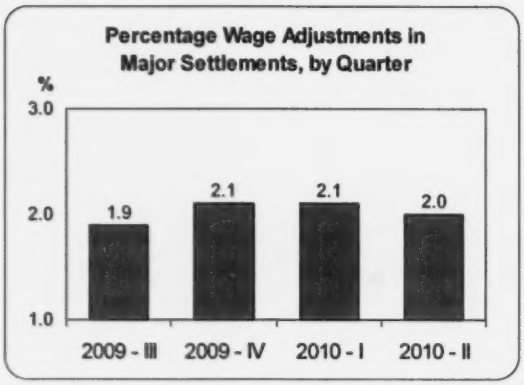
Average Annual Percentage Wage Adjustments by Month

	2010		
	April	**May**	**June**
Sectors			
Public Sector	1.8	1.9	2.0
Private Sector	2.3	2.4	2.9
All Industries/Jurisdictions			
Average Annual Adjustment	1.8	2.3	2.2
Non-COLA	1.8	2.3	2.2
COLA	1.2	-	2.1
First-Year Adjustment	1.7	2.3	1.3
Non-COLA	1.7	2.3	1.0
COLA	0.0	-	2.8

	2010		
	April	**May**	**June**
Industries			
Utilities	0.0	-	-
Construction	2.4	2.5	2.6
Manufacturing	1.2	1.7	0.9
Wholesale and Retail Trade	-	-	4.3
Transportation	-	1.5	1.9
Finance and Professional Services	-	2.7	3.5
Education, Health and Social Services	3.0	2.5	1.9
Entertainment and Hospitality	1.2	-	-
Public Administration	0.9	1.5	2.5
Jurisdictions			
Newfoundland and Labrador	-	1.7	-
Prince Edward Island	-	-	1.9
Quebec	3.8	-	2.0
Ontario	2.5	2.4	2.4
Saskatchewan	1.8	3.0	2.4
Alberta	3.1	1.7	2.2
British Columbia	0.0	0.0	0.0
Territories	-	2.2	2.2
Public Service Labour Relations Act	-	-	-
Canada Labour Code, Part I	-	1.9	2.2
Federal Jurisdiction	-	1.9	2.2

Second Quarter 2010

Major collective bargaining settlements reached in the second quarter 2010 provided base-rate wage adjustments averaging 2.0% annually over the contract term, fractionally lower than the 2.1% figure in the first quarter. The results for the second quarter are based on a review of 74 settlements and cover 195,550 employees.



When the parties to these second quarter settlements previously negotiated, the resulting wage adjustments averaged 3.7%, higher than in their current settlements. Contract duration in the second quarter 2010 averaged 30.6 months, compared to 41.3 months in the previous round of settlements.

Wage adjustments in the public sector averaged 1.8% for 132,910 employees in 42 agreements; private sector wage adjustments averaged 2.5% for 62,640 employees in 32 agreements. Downward pressure on the public sector average was exerted mainly by a wage freeze in 2 Government of British Columbia contracts, BC Hydro and 2 other public-sector contracts in Ontario and Alberta. In the private sector, there was an increase in settlement activity in the construction sector; 21 agreements (two-thirds of all private sector settlements) provided 50,470 employees (80.6% of employees covered in the private sector) with a wage adjustment of 2.5%. All the construction agreements were from Ontario.

On a jurisdictional basis, the lowest average in wage adjustments in the second quarter was in British Columbia (0.0%) and the highest was in Quebec at 3.3% (due in part to a Université de Montréal agreement at 3.8%). The largest concentration of agreements was in Ontario where wage adjustments averaged 2.4% (mostly in construction); the largest concentration of employees was in Alberta, where wage adjustments averaged 2.7% (mostly education-sector contracts). Wage increases in the federal jurisdiction averaged 2.1%.

On an industry basis, wage adjustments ranged from a low of 0.0% in the utilities sector (a single agreement, BC Hydro), to a high of 4.3% in the trade sector (a single agreement, Calgary Co-operative Association Limited). The second lowest average adjustment was in the entertainment and hospitality sector, at 1.2%. The second largest average adjustment was in the finance and professional services sector, at 3.1%. The largest concentration of agreements (33.8%) and employees (34.1%) was in the education, health and social services sector where wage adjustments averaged 2.5%.

Year to date (January-June) wage adjustments averaged 2.1%; 26.8% of employees covered in these contracts were subject to a wage freeze and 44.6% of employees received wage adjustments in the 2.0 to 2.9% range; 17% of employees received increases at or above 3.0%.

Average Annual Percentage Wage Adjustments by Quarter

	2009		2010	
	3rd	4th	1st	2nd
Sectors				
Public Sector	2.2	2.3	2.2	1.8
Private Sector	1.6	1.6	1.9	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	1.9	2.1	2.1	2.0
Non-COLA	2.0	2.1	2.1	2.0
COLA	0.8	1.8	1.5	2.0
First-Year Adjustment	1.8	2.1	2.1	1.8
Non-COLA	1.9	2.2	2.1	1.7
COLA	0.0	1.7	1.5	2.6
Industries				
Primary Industries	-	-	0.8	-
Utilities	3.0	2.5	2.9	0.0
Construction	4.2	2.5	2.1	2.5
Manufacturing	1.2	1.2	1.2	1.3
Wholesale and Retail Trade	1.9	1.7	1.9	4.3
Transportation	0.3	2.1	3.6	1.9
Information and Culture	3.1	1.9	0.0	-
Finance and Professional Services	2.9	2.2	-	3.1
Education, Health and Social Services	2.7	2.4	2.1	2.5
Entertainment and Hospitality	1.9	-	2.4	1.2
Public Administration	2.0	2.4	2.8	1.0
Jurisdictions				
Newfoundland and Labrador	-	-	1.1	1.7
Prince Edward Island	-	-	-	1.9
Nova Scotia	3.4	2.3	2.1	-

	2009		2010	
	3rd	4th	1st	2nd
Jurisdictions (continued)				
New Brunswick	6.0	-	2.6	-
Quebec	-	2.1	1.9	3.3
Ontario	2.2	1.9	2.0	2.4
Manitoba	-	2.4	3.3	-
Saskatchewan	4.8	-	-	2.0
Alberta	4.5	4.3	5.6	2.7
British Columbia	2.9	3.0	0.2	0.0
Territories	-	-	-	2.2
Multiprovince	3.0	0.0	-	-
Public Service Labour Relations Act	1.7	1.7	-	-
Canada Labour Code, Part I	0.3	2.0	1.9	2.1
Federal Jurisdiction	0.8	1.8	1.9	2.1

Average Annual Percentage Wage Adjustments by Year

	2007	2008	2009	2010
Sectors				
Public Sector	3.4	3.5	2.5	2.0
Private Sector	3.2	2.5	1.8	2.2
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	3.2	2.4	2.1
Non-COLA	3.3	3.4	2.4	2.1
COLA	3.4	1.7	2.3	1.9
First-Year Adjustment	3.9	3.6	2.5	1.9
Non-COLA	3.9	3.8	2.6	1.9
COLA	3.5	1.9	1.9	2.3

	2007	2008	2009	2010
Industries				
Primary Industries	4.6	4.3	2.5	0.8
Utilities	3.9	2.3	3.0	1.0
Construction	3.4	5.4	3.7	2.4
Manufacturing	2.5	1.1	1.6	1.2
Wholesale and Retail Trade	2.4	2.8	1.8	3.1
Transportation	2.7	3.1	1.1	2.3
Information and Culture	2.9	2.0	2.1	0.0
Finance and Professional Services	3.6	2.8	2.6	3.1
Education, Health and Social Services	3.5	3.8	3.0	2.3
Entertainment and Hospitality	3.3	1.9	2.0	2.2
Public Administration	3.4	2.7	2.1	1.2
Jurisdictions				
Newfoundland and Labrador	1.6	5.0	5.0	1.3
Prince Edward Island	2.8	3.0	3.6	1.9
Nova Scotia	3.0	4.0	2.9	2.1
New Brunswick	2.5	3.7	6.0	2.6
Quebec	3.2	2.4	2.2	2.6
Ontario	3.1	2.6	2.4	2.2
Manitoba	3.0	3.4	2.9	3.3
Saskatchewan	4.1	5.1	5.0	2.0
Alberta	4.9	4.8	4.5	3.7
British Columbia	3.0	2.5	3.0	0.1
Territories	3.0	4.4	2.4	2.2
Multiprovince	3.0	-	2.1	-
Public Service Labour Relations Act	2.8	2.9	1.7	-

	2007	2008	2009	2010
Jurisdictions (continued)				
Canada Labour Code, Part I	2.7	2.9	1.2	2.1
Federal Jurisdiction	2.8	2.9	1.6	2.1

***Note**: Data for 2010 cover the months of January through June.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1990

Year	Public	Private	Both Sectors
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.2	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2

Year	Public	Private	Both Sectors
2009	2.5	1.8	2.4
2010	2.0	2.2	2.1

***Note**: Data for 2010 cover the months of January through June.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 249KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in June 2010

Industry, Employer, Location, Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Construction				
Master Insulators Association of Ontario Inc. province-wide, Ontario International Association of Heat and Frost Insulators and Asbestos Workers (AFL-CIO/CLC) insulation workers	1,400	2.4	36.0	Apr 30, 2013
Toronto and Area Road Builders Association Toronto and other centres, Ontario International Union of Operating Engineers (AFL-CIO/CLC) heavy equipment operators	2,000	2.8	36.0	Apr 30, 2013
2 agreements	**3,400**	**2.6**	**36.0**	

Industry, Employer, Location, Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
Aliments Prince, Société en commandite Drummondville, Quebec Syndicat des travailleuses et travailleurs de Bacon Inter-América (CSN) production employees	580	1.8	47.9	Mar 01, 2014
General Dynamics Canada Nepean, Ontario Salaried Employees Alliance Canada (Independent-local) scientific and other professional employees	570	0.0	24.0	Feb 29, 2012
2 agreements	**1,150**	**0.9**	**36.1**	
Wholesale and Retail Trade				
Calgary Co-operative Association Limited Calgary, Alberta; and Strathmore, Alberta Union of Calgary Co-operative Employees (Independent-local) retail employees	3,200	4.3	36.0	Oct 24, 2012
1 agreement	**3,200**	**4.3**	**36.0**	
Transportation				
BC Transit Victoria, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) bus drivers, mechanics, terminal employees	680	0.0	24.0	Mar 31, 2012
Canada Post Corporation Canada-wide, Multiprovince Canadian Postmasters and Assistants Association (CLC) postmasters; postmaster assistants	11,000	2.1*	60.0	Dec 31, 2014
2 agreements	**11,680**	**1.9**	**57.9**	

Industry, Employer, Location, Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Finance and Professional Services				
Brink's Canada Limited province-wide, excluding Ottawa and Cornwall, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) armoured car services employees	950	3.5	35.9	Aug 26, 2013
1 agreement	**950**	**3.5**	**35.9**	
Education, Health and Social Services				
Alberta Health Services province-wide, Alberta United Nurses of Alberta (Independent-natl.) nurses	24,000	2.0	36.0	Mar 31, 2013
Government of Prince Edward Island province-wide, Prince Edward Island Prince Edward Island Teachers' Federation (Independent-natl.) elementary and secondary teachers	1,470	1.9	39.0	Sep 30, 2013
Government of Yukon territory-wide, Yukon Territory Yukon Teachers' Association (Independent-natl.) elementary and secondary teachers	800	2.2	36.0	Jun 30, 2012
Grant MacEwan College Edmonton, Alberta Grant MacEwan College Faculty Association (Independent-local) professors	1,250	0.0	12.0	Jun 30, 2011
University of Regina Regina, Saskatchewan Canadian Union of Public Employees (CLC) office employees; technical employees; service and maintenance employees	600	2.4	36.0	Dec 31, 2012
5 agreements	**28,120**	**1.9**	**35.1**	

Industry, Employer, Location, Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Public Administration				
City of Greater Sudbury Sudbury, Ontario Canadian Union of Public Employees (CLC) inside employees	970	2.4	36.0	Mar 31, 2013
City of Greater Sudbury Sudbury, Ontario Canadian Union of Public Employees (CLC) outside employees	530	2.4	36.0	Mar 31, 2013
City of Laval Laval, Quebec Fédération des policiers et policières du Québec (Independent-natl.) police officers	500	2.3	72.0	Dec 31, 2013
Hamilton Police Services Board Hamilton, Ontario Hamilton Police Association (Independent-local) police officers	770	3.0	48.0	Dec 31, 2012
4 agreements	**2,770**	**2.5**	**45.8**	
Agreements with COLA - 1 agreement	**11,000**	**2.1**	**60.0**	
Agreements without COLA - 16 agreements	**40,270**	**2.2**	**35.8**	
All Agreements - 17 agreements	**51,270**	**2.2**	**41.0**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Saskatchewan				
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Multiprovince				
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Government of Canada	Various unions	3,870	B	Nov 09
Federal Jurisdiction, Private Sector				
Quebec				
Maritime Employers Association (Que.)	CUPE	830	WS	Dec 08
Manitoba				
MTS ALLSTREAM Inc.	TEAM	1,250	CO	Feb 10
British Columbia				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10
Multiprovince				
NAV CANADA	IBEW/CAW	1,620	B	Aug 09/Apr 10
Provincial and Territorial Jurisdictions, Public Sector				
Prince Edward Island				
Government of Prince Edward Island	UPSE	1,950	ARB	Mar 10
Prince Edward Island Department of Health	IUOE/UPSE	1,610	ARB	Mar 09
Nova Scotia				
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Government of Nova Scotia	NSGEU/CUPE	7,690	B	Oct 09/Mar 10
Nova Scotia Association of Health Organizations	NSNU	3,580	B	Oct 09
Halifax Regional School Board	CUPE	770	B	Jul 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
New Brunswick				
Government of New Brunswick	NBUPPE/CUPE	12,160	B	Dec 08–Mar 10
Quebec				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B/MED/ TENT	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B/MED/ TENT	Mar 10
Gouvernement du Québec	Various unions	68,990	B/TENT	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B/MED/ TENT	Mar 10
City of Montréal	Various unions	13,360	ARB/CO	Dec 06/Aug 08
Hydro-Québec	Engineers	1,490	B/CO	Dec 08
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06
Ontario				
Ontario Hospital Association	SEIU	15,000	ARB	Oct 09
City of Toronto	IAFF	3,000	B	Dec 09
Manitoba				
Government of Manitoba	MGEU	13,500	B	Mar 10
Regional Health Authorities of Manitoba	MNU	11,000	TENT	Sep 09
Saskatchewan				
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	CO/B	Mar 08/Mar 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
City of Saskatoon	CUPE	1,490	B	Dec 09
City of Regina	CUPE	1,200	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
British Columbia				
Community Social Services Employers Association	BCGEU	15,000	B	Mar 10
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Nunavut				
Government of Nunavut	NTA	640	MED	Jun 09
Provincial and Territorial Jurisdictions, Private Sector				
Quebec				
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	B	Apr 10
Ontario				
Construction Sector (Ont.)	Various unions	22,370	B	Apr 10
Loblaws Supermarkets Limited	UFCW Canada	15,390	MED	Jul 10
Zehrs Markets, division of Zehrmart Limited	UFCW Canada	11,340	MED	Jul 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	ARB	Apr 10
Hamilton Steel GP Inc.	USW	2,400	B	Jul 10
Leisureworld Inc.	SEIU	2,070	ARB	Apr 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10
Essar Steel Algoma	USW	590	CO	Jul 10
Alberta				
Canada Safeway Limited (Alta.)	UFCW Canada	10,725	B	Mar 10
Suncor Energy Inc.	CEP	3,200	MED	Apr 10
XL Foods Lakeside Packers.	UFCW Canada	2,100	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Private Sector (continued)				
British Columbia				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	7,500	B	Jun 09
Western Forest Products	USW	2,400	TENT	Jun 10

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within the same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are indicated by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within the same union or in various unions are expiring, for example, either in July 2007 or April 2008, and their expiry dates are indicated by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Government of Canada	CSN	5,950	May 10
Federal Jurisdiction, Private Sector			
Nothing to report.			
Provincial and Territorial Jurisdictions, Public Sector			
Universities (Ont.)	Various unions	16,620	Apr/Jun/Aug 10
Government of Nova Scotia	NSTU	10,000	Jul 10
Government of Nunavut	PSAC	2,100	Sep 10

Employer	Union	Employees	Status*	Expiry Month
Upcoming Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Private Sector				
Nothing to report.				

Major Work Stoppages

Involving 500 or more employees, from **July 16 to July 29, 2010.**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
Maritime Employers Association Port of Montréal Montréal, Quebec Canadian Union of Public Employees 830 longshoremen	Job security and wages	Jul 19/2010 Lockout	Jul 24/2010
Sears Canada (Logistics Centre) Vaughan, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 540 warehouse employees	Not available	Apr 1/2010 Lockout	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice monthly.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 819-997-3117.

Mailing List—Add or Remove My Name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

I would like to ADD MY NAME to the mailing list.

I would like to REMOVE MY NAME from the mailing list.

PRIVACY STATEMENT